EMPLOYMENT OUTLOOK SURVEY: Second Quarter 1985

Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 12,000 employers in 367 U.S. cities who plan to increase or decrease the size of their workforce during the second quarter of 1985 (April, May, June), compared to the second quarter, 1984 and first quarter, 1985.

	% Planning Increase			% Planning Decrease		
	2nd Qtr. 1985	2nd Qtr. 1984	1st Qtr. 1985	2nd Qtr. 1985	2nd Qtr. 1984	1st Qtr. 1985
National	27	30	20	6	5	12
Northeast	27	27	22	6	5	11
Midwest	28	31	17	6	5	15
South	27	32	23	6	5	10
West	26	30	19	7	5	13

National Hiring picture continues to develop in a positive mode, although not quite as briskly as last year's aggressive pace. Outlook is much brighter than last quarter, which is seasonally the weakest time of year, and nearly reaches the levels of the second quarter of 1984, which was the most optimistic quarter is five years.

Northeast The optimism of recent quarters continues. Construction and Non-durable Goods Manufacturers foresee a favorable future, but Durable Goods Manufacturers lag well behind the second quarter of last year. Transportation and Public Utilities and the Wholesale-Retail sectors also anticipate increased hiring levels.

Midwest Midwest companies have left the doldrums and reached hiring levels prevalent in other regions. Although still below the exceptional levels of mid-1984, the outlook is substantially improved. Construction and Manufacturing jobs will be more plentiful and most other sectors will maintain or improve their position of recent quarters.

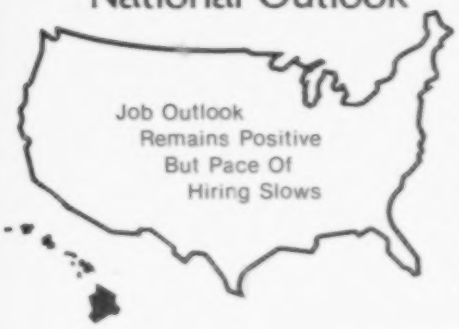
South Opportunities in the South, frequently the most abundant in the nation, are a bit below average for the second quarter. Basically, the employment plans of Southern companies now closely resemble those of the nation as a whole. Best current job opportunities are in Services and Wholesale-Retail trades.

West The employment picture is substantially improved over the cloudy outlook of the past two quarters, but still trails the strong performance recorded a year ago. Most positive sectors are Services, Non-Durable Goods Manufacturing, and Finance, Insurance and Real Estate.

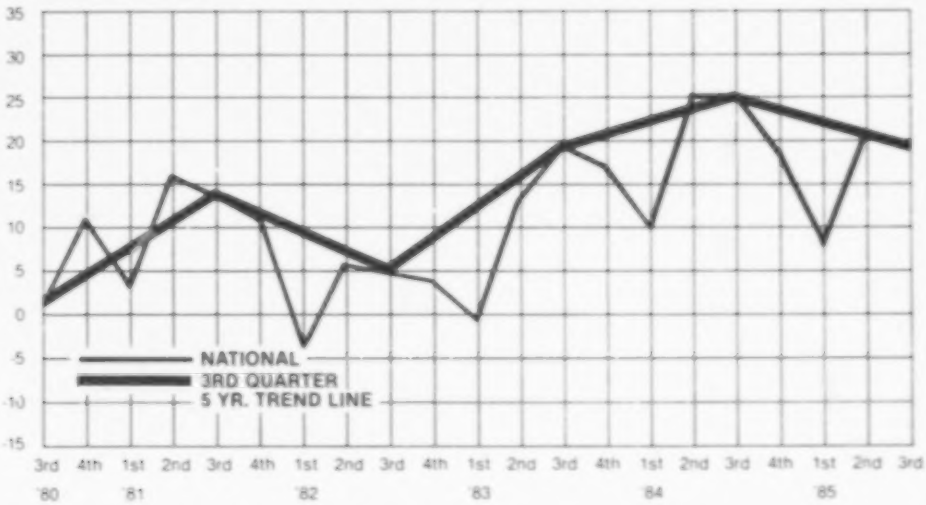
Manpower, Inc. Employment Outlook Survey

Third Quarter
July, August, September
1985

National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

* The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

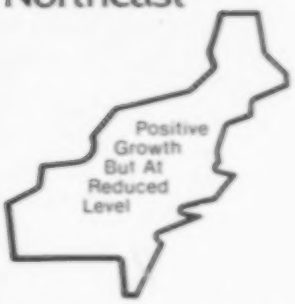
The national hiring picture reflects continuing stability as 26% of more than 12,000 employers in 369 cities covered by the Manpower Employment Outlook Survey indicated that they would hire additional workers in the coming three months. Only 7% of those interviewed reported that their intention was to cut the sizes of their workforces.

This represents only a slight decline from the pace seen during the second quarter of the year, when 27% of those polled planned to add staff and 6% said they would decrease staff sizes. However, a fairly sharp decline in hiring plans is reported by employers in the key sectors of Durable and Non-Durable Goods Manufacturing.

Among the other sectors, Public Administration and Education showed strong gains over last quarter and the third quarter of last year. The Construction industry continues at its seasonally strong pace. All other sectors, particularly mining, show hiring plans below last year.

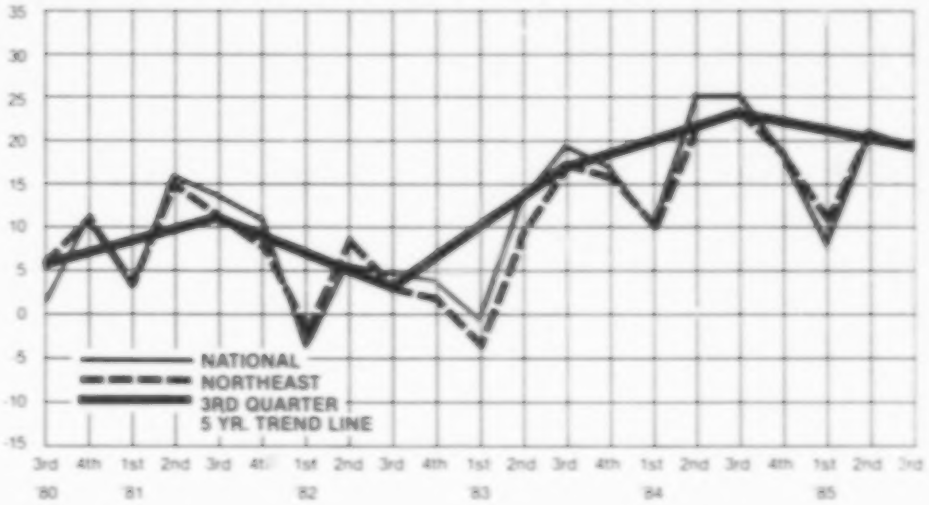
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	8	73	15	4
Construction	40	50	7	3
Manufacturing—Durable Goods	24	61	12	3
Manufacturing—Non-durable Goods	22	66	9	3
Transportation & Public Utilities	24	67	7	2
Wholesale & Retail Trade	28	63	5	4
Finance, Insurance & Real Estate	27	65	5	3
Education—Public & Private	26	58	12	4
Services	27	64	6	3
Public Administration	32	60	6	2
All Industries	26	64	7	3

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



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As the weather in the Northeast improves, so does the opportunity for work in the Construction industry. Construction jobs continue to be plentiful, an improvement since last quarter and a year ago at this time, as the industry shows its strongest outlook since 1978. Hiring plans in Transportation/ Public Utilities and Public Administration are also brighter than a year ago. However, Manufacturing jobs, particularly in Durable Goods, are off the pace of last year.

Overall, the Northeast area will continue to show a lower level of positive growth than in recent months.

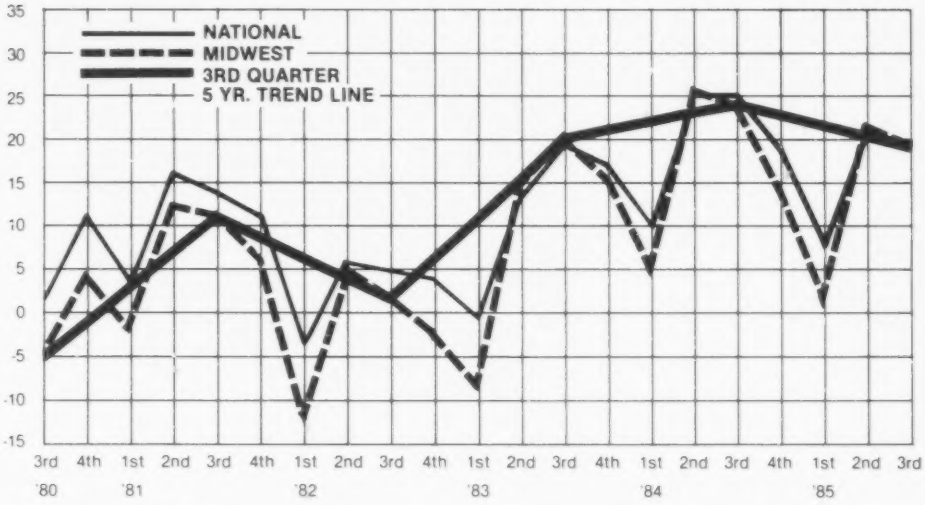
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	44	50	5	1
Manufacturing—Durable Goods	23	61	13	3
Manufacturing—Non-durable Goods	23	65	7	5
Transportation & Public Utilities	25	64	8	3
Wholesale & Retail Trade	26	65	5	4
Finance, Insurance & Real Estate	24	68	4	4
Education—Public & Private	17	67	12	4
Services	29	62	5	4
Public Administration	28	65	5	2
All Industries	26	63	7	4

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest

Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



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Education and Public Administration jobs show the strongest growth in the Midwest, with hiring levels considerably over those reported a year ago.

Construction jobs will be plentiful as well, although off the pace set a year ago. Services will remain near the level reported last quarter and a year ago. Employment in the Wholesale/ Retail Trade category remains as strong as last quarter, but not quite as strong as reported a year ago. The most significant weakening occurs in both Durable and Non-Durable Goods Manufacturing. Hiring intentions for these key sectors are still positive, but at a significantly reduced level from last quarter and last year.

The Midwest job picture remains relatively healthy, despite deterioration in the manufacturing sectors.

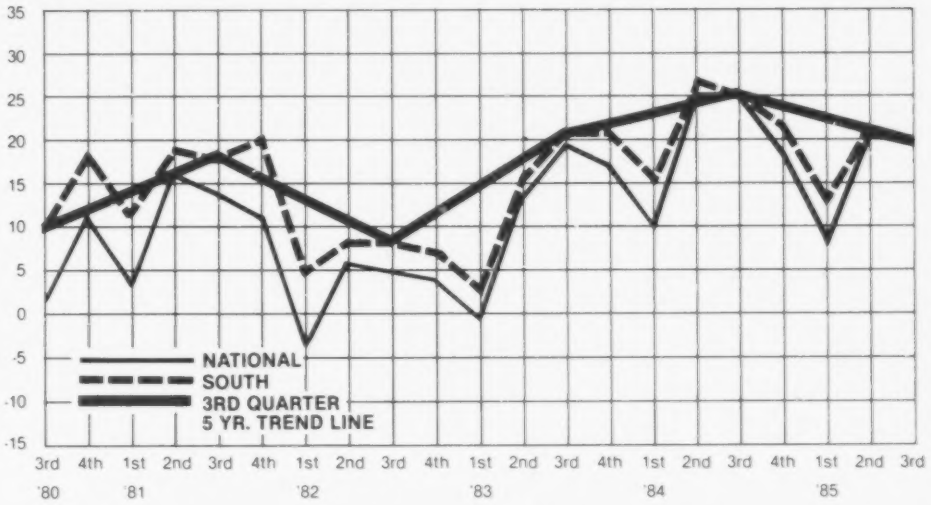
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	46	48	5	1
Manufacturing—Durable Goods	23	62	13	2
Manufacturing—Non-durable Goods	23	65	9	3
Transportation & Public Utilities	23	67	7	3
Wholesale & Retail Trade	29	63	4	4
Finance, Insurance & Real Estate	27	64	6	3
Education—Public & Private	24	58	13	5
Services	29	61	7	3
Public Administration	25	64	7	4
All Industries	27	62	8	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



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The South is again the strongest region in the country, with employment prospects slightly above the national average.

Jobs in Education and Public Administration will be plentiful with both categories posting a considerable increase over last year. As in other parts of the country, however, Manufacturing jobs will be down from the recovery levels experienced a year ago. In addition, weakening exists in the troubled Mining industry, where more employers expect to lay off workers than expect to add.

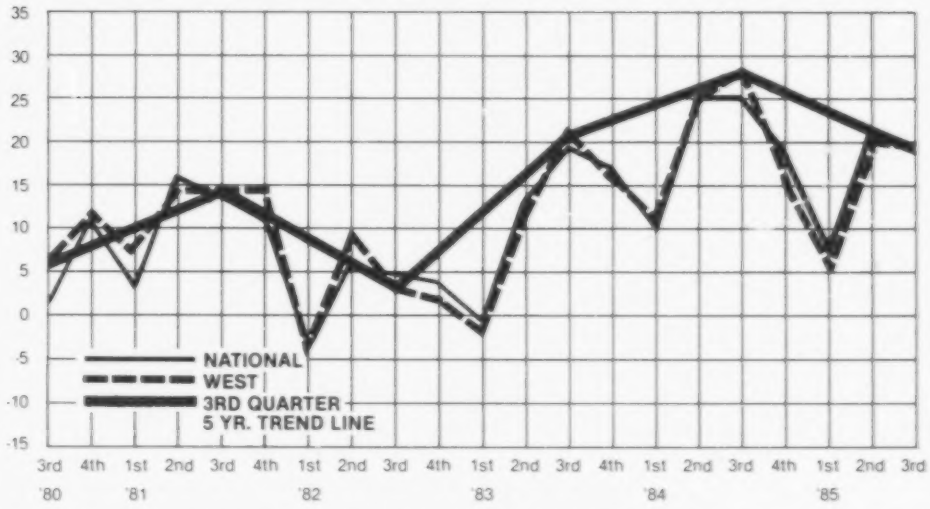
All other industry categories, while down from previous highs, remain strong and in line with the national picture.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	9	78	11	2
Construction	39	50	7	4
Manufacturing—Durable Goods	23	63	10	4
Manufacturing—Non-durable Goods	19	69	10	2
Transportation & Public Utilities	23	68	6	3
Wholesale & Retail Trade	27	65	5	3
Finance, Insurance & Real Estate	29	65	4	2
Education—Public & Private	32	60	7	1
Services	26	66	7	1
Public Administration	34	59	6	1
All Industries	27	64	7	2

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



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The employment picture in the West reflects almost exactly the situation in the nation as a whole. Prospects are good, but the pace of hiring appears to be slowing.

The outlook is especially optimistic in Public Administration, where nearly 40% of those surveyed plan to add employees. Prospects in Wholesale/Retail trade are also good. As in other areas of the country, however, plans for hiring in the Manufacturing sectors are beginning to show some weakness. In the Mining sector, weakness has already appeared, with twice as many employers planning to cut staff as planning to add in the coming months.

Overall, Western employment opportunities are favorable, but less so than a year ago at this time.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	12	52	24	12
Construction	28	58	11	3
Manufacturing—Durable Goods	27	58	10	5
Manufacturing—Non-durable Goods	23	66	7	4
Transportation & Public Utilities	24	69	4	3
Wholesale & Retail Trade	29	61	6	4
Finance, Insurance & Real Estate	26	62	7	5
Education—Public & Private	28	48	19	5
Services	24	67	6	3
Public Administration	39	53	7	1
All Industries	27	61	8	4

MANPOWER
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The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 12,000 large public and private employers from among ten industrial sectors in 369 U.S. cities.

The third quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to June 1, 1985.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.